



2020-21 IOE grade structure with spinal points

Grades	Spinal Point	2020-21				
		Aug-20	Hourly	inc LWA*	Hourly	
	1/2	1	N/A	N/A	N/A	N/A
		2	16,420	9.02	18,974	10.43
		3	16,736	9.20	19,290	10.60
		4	17,046	9.37	19,600	10.77
		5	17,590	9.66	20,144	11.07
3	(2 cont)	6	17,682	9.72	20,236	11.12
		7	18,009	9.90	20,563	11.30
		8	18,342	10.08	20,896	11.48
		9	18,709	10.28	21,263	11.68
		10	19,133	10.51	21,687	11.92
(2 cont)	4	11	19,612	10.78	22,166	12.18
		12	20,130	11.06	22,684	12.46
		13	20,675	11.36	23,229	12.76
		14	21,236	11.67	23,790	13.07
		15	21,814	11.99	24,368	13.39
5	(2 cont)	16	22,417	12.32	24,971	13.72
		17	23,067	12.67	25,621	14.08
		18	23,754	13.05	26,308	14.45
		19	24,461	13.44	27,015	14.84
		20	25,217	13.86	27,771	15.26
		21	25,941	14.25	28,495	15.66
		22	26,715	14.68	29,269	16.08
(3 cont)	6	23	27,511	15.12	30,065	16.52
		24	28,331	15.57	30,885	16.97
		25	29,176	16.03	31,730	17.43
		26	30,046	16.51	32,600	17.91
		27	30,942	17.00	33,496	18.40
		28	31,866	17.51	34,420	18.91
		29	32,817	18.03	35,371	19.43
7	(3 cont)	30	33,797	18.57	36,351	19.97
		31	34,804	19.12	37,358	20.53
		32	35,845	19.70	38,399	21.10
		33	36,914	20.28	39,468	21.69
		34	38,017	20.89	40,571	22.29
		35	39,152	21.51	41,706	22.92
		36	40,322	22.15	42,876	23.56
(3 cont)	8	37	41,526	22.82	44,080	24.22
		38	42,792	23.51	45,346	24.92
		39	44,045	24.20	46,599	25.60
		40	45,361	24.92	47,915	26.33
		41	46,718	25.67	49,272	27.07
		42	48,114	26.44	50,668	27.84
		43	49,553	27.23	52,107	28.63
9	(3 cont)	44	51,034	28.04	53,588	29.44
		45	52,560	28.88	55,114	30.28
		46	54,131	29.74	56,685	31.15
		47	55,750	30.63	58,304	32.04
		48	57,418	31.55	59,972	32.95
		49	59,135	32.49	61,689	33.90
(2 cont)	10	50	60,905	33.46	63,459	34.87
		51	62,727	34.47	65,281	35.87
		52	64,604	34.87	67,158	36.90

cont = contribution spinal points

*London Allowance £2,554 per annum